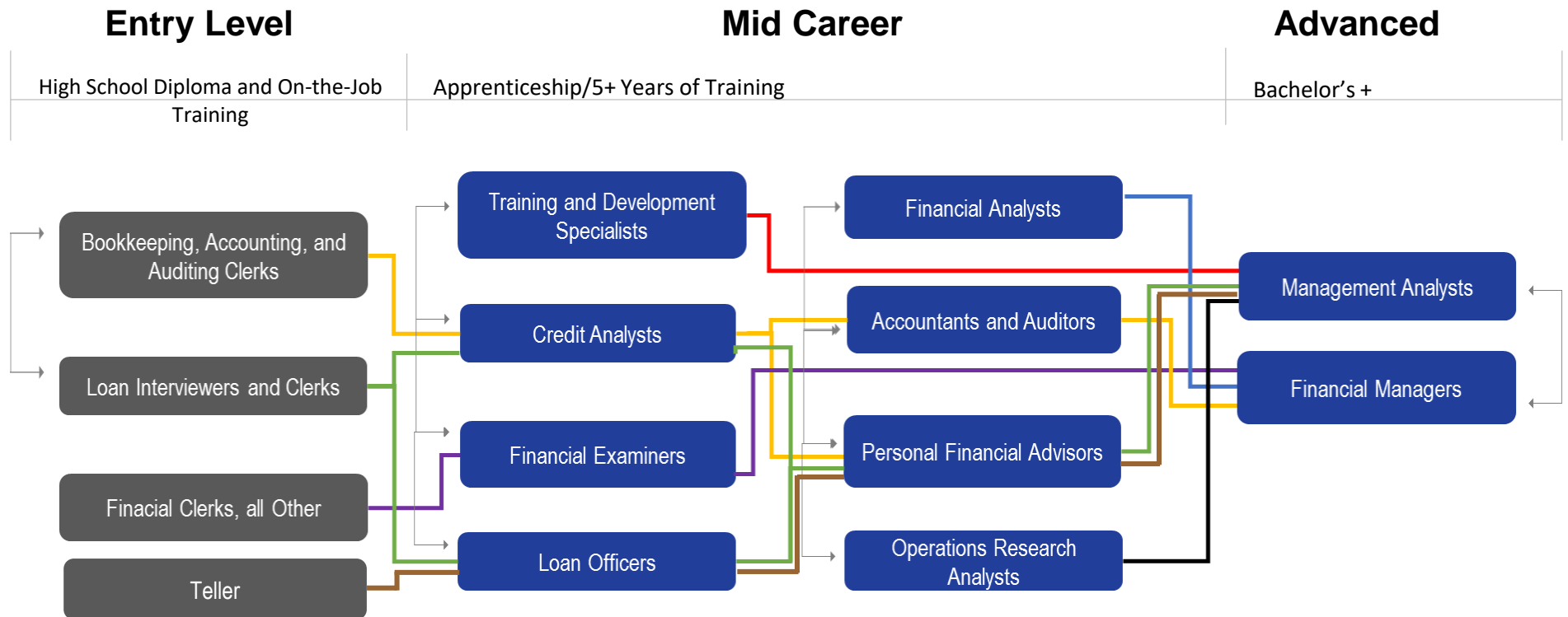





Financial Services Ecosystem Career Lattice



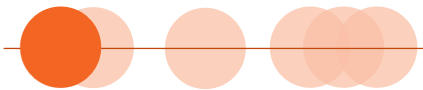
-  = Transferrable Occupation
-  = An affiliated occupation not within the 100 Critical Occupation List
-  = An Occupation within the 100 Critical Occupation List

The lines within this career lattice provide potential pathways that workers can follow within this industry ecosystem. The colors are simply to differentiate one pathway option from the other.

Tellers Occupational Profile

MEDIAN SALARY & WAGES

\$13.52/hour



COMMON JOB TITLES

Bank Teller
Account Representative
Customer Service Associate
Member Services Representative

REQUESTED EDUCATION

High School
or Equivalent

TOP SKILLS REQUESTED

Time Management
Mathematics
Active Listening
Speaking
Reading Comprehension
Monitoring
Social Perceptiveness
Writing
Critical Thinking
Service Orientation

TOTAL JOBS FOR 2028

7,060



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
English Language
Mathematics
Economics and Accounting

TOP CERTIFICATIONS REQUESTED

High School Diploma or Equivalent

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



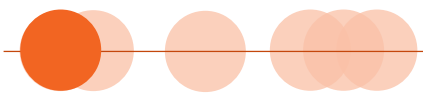
Creative
Industries

 Indicates an especially close similarity

Training and Development Specialists Occupational Profile

MEDIAN SALARY & WAGES

\$24.32/hour



COMMON JOB TITLES

Credit Analyst
Credit Underwriter
Credit Manager
Credit Representative

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Learning Strategies
Instructing
Active Listening
Speaking
Reading Comprehension
Monitoring
Social Perceptiveness
Writing
Critical Thinking
Coordination

TOTAL JOBS FOR 2028

3,032



COMMON KNOWLEDGE COMPETENCIES

Education and Training
English Language
Administration and Management
Customer and Personal Service

TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)
Certified Personal Training
CompTIA Security+
Certified Professional In Learning And Performance

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

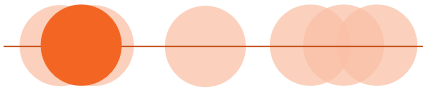


Creative Industries

Credit Analysts Occupational Profile

MEDIAN SALARY & WAGES

\$24.36/hour



COMMON JOB TITLES

Credit Analyst
Credit Underwriter
Credit Manager
Credit Representative

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Critical Thinking
Active Learning
Reading Comprehension
Active Listening
Speaking
Judgment and Decision Making
Mathematics
Complex Problem Solving
Writing
Service Orientation

TOTAL JOBS FOR 2028

676



COMMON KNOWLEDGE COMPETENCIES

Economics and Accounting
English Language
Mathematics
Customer and Personal Service

TOP CERTIFICATIONS REQUESTED

Master Of Business Administration

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

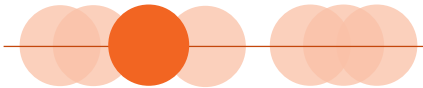


Creative
Industries

Financial Examiners Advisors Occupational Profile

MEDIAN SALARY & WAGES

\$26.52/hour



COMMON JOB TITLES

Compliance Analyst

Production Assistant

Claims Examiner

Maintenance Officer

REQUESTED EDUCATION

Post-
Secondary

Bachelor's+

TOP SKILLS REQUESTED

Reading Comprehension

Active Listening

Critical Thinking

Writing

Speaking

Active Learning

Management of Personnel Resources

Monitoring

Coordination

Complex Problem Solving

TOTAL JOBS FOR 2028

549



COMMON KNOWLEDGE COMPETENCIES

Mathematics

Economics and Accounting

English Language

Law and Government

TOP CERTIFICATIONS REQUESTED

Certified Public Accountant

Certified Radiology Administrator

Medical Certificate

Certified Regulatory Compliance Manager

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

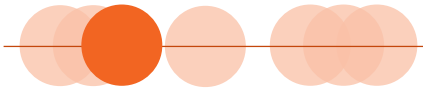


Creative
Industries

Loan Officers Occupational Profile

MEDIAN SALARY & WAGES

\$25.61/hour



COMMON JOB TITLES

Loan Officer
Mortgage Loan Officer
Mortgage Banker
Mortgage Underwriter

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Active Listening
Speaking
Reading Comprehension
Judgment and Decision Making
Critical Thinking
Service Orientation
Writing
Social Perceptiveness
Mathematics
Active Learning

TOTAL JOBS FOR 2028

4,674



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
Economics and Accounting
English Language
Mathematics

TOP CERTIFICATIONS REQUESTED

Certified Retirement Administrator
Master Of Business Administration
Series 6
Certified Public Accountant

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

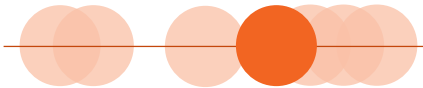


Creative
Industries

Financial Analysts Occupational Profile

MEDIAN SALARY & WAGES

\$30.80/hour



COMMON JOB TITLES

Financial Analyst

Treasury Analyst

Budget Analyst

Business Analyst

REQUESTED EDUCATION

Bachelor's+

TOP SKILLS REQUESTED

Critical Thinking

Reading Comprehension

Active Listening

Mathematics

Writing

Speaking

Judgment and Decision Making

Active Learning

Complex Problem Solving

Monitoring

TOTAL JOBS FOR 2028

1,883



COMMON KNOWLEDGE COMPETENCIES

Economics and Accounting

English Language

Mathematics

Computers and Electronics

TOP CERTIFICATIONS REQUESTED

Master Of Business Administration

Certified Public Accountant

Chartered Financial Analyst

Certified Broadcast Radio Engineer

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

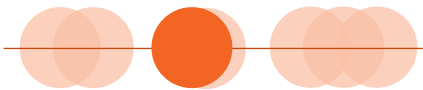


Creative
Industries

Accountants and Auditors Occupational Profile

MEDIAN SALARY & WAGES

\$29.34/hour



COMMON JOB TITLES

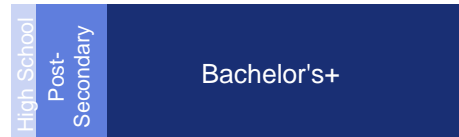
Accountant

Auditor

Staff Accountant

Tax Preparer

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Reading Comprehension

Active Listening

Mathematics

Writing

Speaking

Critical Thinking

Reading Comprehension

Complex Problem Solving

Judgment and Decision Making

Active Learning

TOTAL JOBS FOR 2028

17,050



COMMON KNOWLEDGE COMPETENCIES

Education and Training

English Language

Administration and Management

Mathematics

TOP CERTIFICATIONS REQUESTED

Certified Public Accountant

Certified Internal Auditor

Master Of Business Administration

Certified Information Security Manager

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

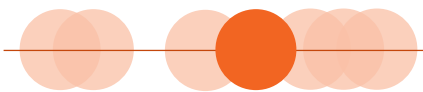


Creative
Industries

Personal Financial Advisors Occupational Profile

MEDIAN SALARY & WAGES

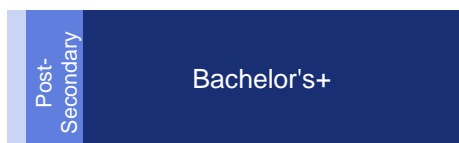
\$29.72/hour



COMMON JOB TITLES

Financial Advisor
Wealth Management Advisor
Financial Services Representative
Financial Counselor

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Speaking
Critical Thinking
Judgment and Decision Making
Service Orientation
Writing
Complex Problem Solving
Social Perceptiveness
Persuasion

TOTAL JOBS FOR 2028

1,496



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
Economics and Accounting
English Language
Sales and Marketing

TOP CERTIFICATIONS REQUESTED

Series 7
Certified Financial Planner
Series 6
Registered Investment Advisor

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

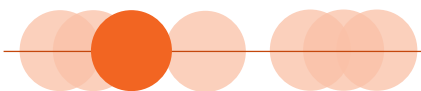


Creative
Industries

Operations Research Analysts Occupational Profile

MEDIAN SALARY & WAGES

\$28.35/hour



COMMON JOB TITLES

Research Analyst
Operations Analyst
Supply Chain Analyst
Business Process Analyst

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Mathematics
Critical Thinking
Complex Problem Solving
Reading Comprehension
Active Listening
Writing
Judgment and Decision Making
Systems Evaluation
Speaking
Active Learning

TOTAL JOBS FOR 2028

928



COMMON KNOWLEDGE COMPETENCIES

Mathematics
English Language
Computers and Electronics
Engineering and Technology

TOP CERTIFICATIONS REQUESTED

Master Of Business Administration
PMI Certified

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

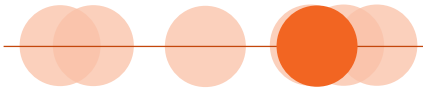


Creative
Industries

Management Analysts Occupational Profile

MEDIAN SALARY & WAGES

\$33.84/hour



COMMON JOB TITLES

Business Analyst
Army National Guard
Change Management Analyst
Business Consultant

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Critical Thinking
Writing
Speaking
Judgment and Decision Making
Systems Evaluation
Monitoring
Social Perceptiveness
Complex Problem Solving

TOTAL JOBS FOR 2028

5,201



COMMON KNOWLEDGE COMPETENCIES

Administration and Management
English Language
Customer and Personal Service
Education and Training

TOP CERTIFICATIONS REQUESTED

Master Of Business Administration
Certified Public Accountant
PMI Certified
Certified Internal Auditor

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

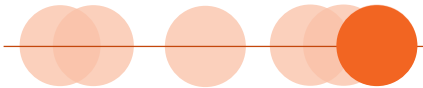


Creative
Industries

Financial Managers Occupational Profile

MEDIAN SALARY & WAGES

\$43.58/hour



COMMON JOB TITLES

Account Manager (Management)
Relationship Manager (Management)
Chief Financial Officer (CFO)
Branch Manager

REQUESTED EDUCATION

High
School or
Less

Post-
Secondary
Certificate

Bachelor's
Degree+

TOP SKILLS REQUESTED

Critical Thinking
Judgment and Decision Making
Reading Comprehension
Speaking
Complex Problem Solving
Management of Financial Resources
Reading Comprehension
Active Listening
Speaking
Critical Thinking

TOTAL JOBS FOR 2028

7,073



COMMON KNOWLEDGE COMPETENCIES

Economics and Accounting
Administration and Management
Mathematics
English Language

TOP CERTIFICATIONS REQUESTED

Certified Public Accountant
Master Of Business Administration
Series 7
Chartered Financial Analyst

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries

Oklahoma's Ecosystems

WHAT IS AN ECONOMIC ECOSYSTEM?

Oklahoma has identified nine driver and complementary economic systems representing the most prominent industries in terms of wealth generation and growth potential. Driver ecosystems drive wealth generation in Oklahoma, while the complementary ecosystems help to expand wealth in the economy and provide the infrastructure and services to support the driver systems in the state.

- Driver ecosystems: Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Systems, and Transportation and Distribution.
- Complementary Ecosystems: Construction, Health care, Education, and Creative industries.

WHAT ARE THE 100 CRITICAL OCCUPATIONS?

These occupations represent the most pressing needs in each of Oklahoma's Driver and Complementary Economic Systems necessary for the state's continued growth and economic prosperity. A workforce pipeline for each of the top 100 critical occupations is required for Oklahoma's businesses to grow and for Oklahoma citizens to earn a prosperous living. Factors included in the selection process demonstrate the values of job growth, wealth generation, and education, as outlined below:

- Job growth: all occupations have positive forecasted employment growth over the next ten years
- Wealth Generation: all occupations offer median wages greater than or equal to \$12.00 per hour
- Education: occupations requiring "no formal education" are eliminated, except those that offer greater than or equal to \$20.00 per hour.

WHAT ARE TRANSFERABLE OCCUPATIONS?

There are occupations that can provide valuable on-the-job training for individuals interested in the 100 Critical Occupations. These are generally entry-level or mid-career level occupations that can help individuals develop the knowledge, skills, and abilities needed to move forward on their career paths.

WHAT ARE CAREER PATHWAYS?

Career pathways are designed to help people who are looking to make the next step in their careers both envision and plan for their long-term employment goals. The recommended pathways in this report are based on forecasted employment prospects as well as knowledge, skills and ability profile data by specific occupation. These data were gathered from numerous employer-demand driven data sources. Based on these data, Oklahoma Works determined similarities and difference between each occupation's required skill sets and developed possible career pathways options.



Glossary

ABILITIES – the proficiency, skills, or talent within a particular area.

CAREER PATHWAY – a career pathway means a combination of relevant, rigorous and high-quality education, training, and supportive services that aligns both vertically and horizontally across Secondary Education, Adult Basic Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.

CERTIFICATION – third party accrediting or authorizing agency or person who assess, verifies, and provides an official documentation that attests a level of achievement.

COMPETENCIES – an individual’s ability to do a job properly through a set of behaviors.

INDUSTRY-ALIGNED CREDENTIAL – credentials whose standards are aligned to industry-recognized standards.

INDUSTRY-ENDORSED CREDENTIAL – credentials whose standards are aligned to and endorsed by industry.

INDUSTRY-RECOGNIZED CREDENTIAL – an industry-recognized credential is one that either is developed and offered by, or endorsed by a nationally-recognized industry association or organization representing a sizeable portion of the industry sector, or a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment which may include credentials from vendors of certain products.¹

KNOWLEDGE – the skills and information acquired through education or experience.

MEDIAN HOURLY EARNINGS – hourly earnings for the occupation reported at the 50th percentile.

REQUESTED EDUCATION – the highest level of education for workers within the given occupational category. Please note these are not the level of education of new incoming workers but of workers currently employed within these positions.

SKILLS – the ability or expertise to do something well.

TOTAL JOBS – estimated number of jobs in the given year, taken as average over a period of 12-months. This value includes both full- and part-time jobs.



¹ For this analysis, TPMA utilized certifications data from a third-party data aggregator, Economic Modeling Specialists, Inc., which daily accesses over 300 million unique job postings records. Though these certifications have not been vetted by Oklahoma Works, they are observed as commonly requested by industry employers.